

Flanderwell Primary School

First Aid Policy

September 2025-2026



Approved by: Local School Board

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‘Respect, Kindness and Compassion, Inclusion and Aspiration’



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1. Aims

The aims of our first aid policy are to:

- 🔗 Ensure the health and safety of all staff, pupils and visitors
- 🔗 Ensure that staff and governors are aware of their responsibilities with regards to health and safety
- 🔗 Provide a framework for responding to an incident and recording and reporting the outcomes

2. Legislation and guidance

This policy is based on the [Statutory Framework for the Early Years Foundation Stage](#), advice from the Department for Education on [first aid in schools](#) and [health and safety in schools](#), guidance from the Health and Safety Executive (HSE) on [incident reporting in schools](#), and the following legislation:

- 🔗 [The Health and Safety \(First-Aid\) Regulations 1981](#), which state that employers must provide adequate and appropriate equipment and facilities to enable first aid to be administered to employees, and qualified first aid personnel
 - 🔗 [The Management of Health and Safety at Work Regulations 1992](#), which require employers to make an assessment of the risks to the health and safety of their employees
 - 🔗 [The Management of Health and Safety at Work Regulations 1999](#), which require employers to carry out risk assessments, make arrangements to implement necessary measures, and arrange for appropriate information and training
 - 🔗 [The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations \(RIDDOR\) 2013](#), which state that some accidents must be reported to the Health and Safety Executive (HSE), and set out the timeframe for this and how long records of such accidents must be kept
 - 🔗 [Social Security \(Claims and Payments\) Regulations 1979](#), which set out rules on the retention of accident records
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-  [The Education \(Independent School Standards\) Regulations 2014](#), which require that suitable space is provided to cater for the medical and therapy needs of pupils

This policy complies with our funding agreement and articles of association.

3. Roles and responsibilities

-  At least 1 person who has a current paediatric first aid (PFA) certificate must be on the premises at all times.
-  There will always be a sufficient number of first aid trained staff available on site in case of any injury
-  There are appointed people to take charge of first aid arrangements

Section 3.1 below sets out the expectations of appointed persons and first aiders as set out in the 1981 first aid regulations and the DfE guidance listed in section 2.

3.1 Appointed person(s) and first aiders

The school's appointed people are Adam Cornes, Holly Wain, Karen Sheriff, Chloe Smith, Carole McLean. They are responsible for:

-  Taking charge when someone is injured or becomes ill
-  Ensuring there is an adequate supply of medical materials in first aid kits, and replenishing the contents of these kits
-  Ensuring that an ambulance or other professional medical help is summoned when appropriate

First aiders are trained and qualified to carry out the role (see section 7) and are responsible for:

-  Acting as first responders to any incidents; they will assess the situation where there is an injured or ill person, and provide immediate and appropriate treatment
-  Sending pupils home to recover, where necessary
-  Filling in an accident report on the same day, or as soon as is reasonably practicable, after an incident (see the template in appendix 2)
-  Keeping their contact details up to date

Our school's appointed persons and first aiders are listed in appendix 1. Their names will also be displayed prominently around the school.

3.2 The trust board

The trust board has ultimate responsibility for health and safety matters in the school, but delegates operational matters and day-to-day tasks to the headteacher and staff members.

3.3 The headteacher

The headteacher is responsible for the implementation of this policy, including:

-  Ensuring that an appropriate number of appointed persons and trained first aid personnel present in the school at all times
-  Ensuring that first aiders have an appropriate qualification, keep training up to date and remain competent to perform their role

- ❖ Ensuring all staff are aware of first aid procedures
- ❖ Ensuring appropriate risk assessments are completed and appropriate measures are put in place
- ❖ Undertaking, or ensuring that managers undertake, risk assessments, as appropriate, and that appropriate measures are put in place
- ❖ Ensuring that adequate space is available for catering to the medical needs of pupils
- ❖ Reporting specified incidents to the HSE when necessary (see section 6)

3.4 Staff

School staff are responsible for:

- ❖ Ensuring they follow first aid procedures
- ❖ Ensuring they know who the first aider and appointed people in school are
- ❖ Completing accident reports (see appendix 2) for all incidents they attend to where a first aider/appointed person is not called
- ❖ Informing the headteacher or their manager of any specific health conditions or first aid needs

4. First aid procedures

4.1 In-school procedures

In the event of an accident resulting in injury:

- ❖ The closest member of staff present will assess the seriousness of the injury and seek the assistance of a qualified first aider, if appropriate, who will provide the required first aid treatment
- ❖ The first aider, if called, will assess the injury and decide if further assistance is needed from a colleague or the emergency services. They will remain on the scene until help arrives
- ❖ The first aider will also decide whether the injured person should be moved or placed in a recovery position
- ❖ If the first aider judges that a pupil is too unwell to remain in school, parents will be contacted and asked to collect their child. Upon their arrival, the first aider will recommend next steps to the parents
- ❖ If emergency services are called, the office will contact parents immediately
- ❖ The first aider will complete an accident report form (found on meditracker) on the same day or as soon as is reasonably practical after an incident resulting in an injury. This form will be emailed out to parent/carers. This includes when a child has taken their inhaler.
- ❖ If a child has a head bump during the day an additional phone call will be made to inform parents/carers and the child will be monitored throughout the day

Sun Safety

- ❖ Shade - children are encouraged to sit in the shade in the playground on hot days and are requested to do this when staff notice that individuals have not sought shade for a while or look hot.
- ❖ Sun shades are available for children to sit under.
- ❖ The availability of shade is considered when planning excursions and all outdoor activities.

- 🔊 Indoor alternatives – on days when the sun is particularly fierce or temperatures very high, staff supervising break times will reduce the amount of time spent outside by bringing children inside to play with friends for the remainder of the break time.
- 🔊 Access to water – children are encouraged to take water bottles with them wherever they go during the summer term so that they do not become dehydrated.
- 🔊 Sun cream – children can bring sun cream into school in a labelled bottle. Members of staff remind children to re-apply sun cream before outdoor break times. Where appropriate and where consent has been provided staff will support children to apply sun cream.
- 🔊 Clothing- children are encouraged to wear a hat when coming to school and when outside
- 🔊 Education: children will be taught about sun safety through the PSHE curriculum and during assemblies

4.2 Off-site procedures

When taking pupils off the school premises, staff will ensure they always have the following:

- 🔊 A school mobile phone
- 🔊 A portable first aid kit including, at minimum:
 - 🔊 The following are based on the HSE's recommendation for a minimum travelling first aid kit.
 - A leaflet giving general advice on first aid
 - 6 individually wrapped sterile adhesive dressings
 - 1 large sterile unmedicated dressing
 - 2 triangular bandages – individually wrapped and preferably sterile
 - 2 safety pins
 - Individually wrapped moist cleansing wipes
 - 2 pairs of disposable gloves
- 🔊 Information about the specific medical needs of pupils
- 🔊 Parents' contact details

When transporting pupils using a minibus or other large vehicle, the school will make sure the vehicle is equipped with a clearly marked first aid box containing, at minimum:

- 🔊 10 antiseptic wipes, foil packed
- 🔊 1 conforming disposable bandage (not less than 7.5cm wide)
- 🔊 2 triangular bandages
- 🔊 1 packet of 24 assorted adhesive dressings
- 🔊 3 large sterile unmedicated ambulance dressings (not less than 15cm x 20 cm)
- 🔊 2 sterile eye pads, with attachments
- 🔊 12 assorted safety pins
- 🔊 1 pair of rustproof blunt-ended scissors

Risk assessments will be completed by the visit leader prior to any educational visit that necessitates taking pupils off school premises.

There will always be at least 1 first aider with a current paediatric first aid (PFA) certificate on school trips and visits, as required by the statutory framework for the Early Years Foundation Stage.

Where there are no children from EYFS attending a school trip there will always be at least 1 first aider on school trips and visits.

5. First aid equipment

A typical first aid kit in our school will include the following:

The following is based on the HSE's recommendation for a minimum first aid kit – adapt the list to reflect your school's first aid needs assessment and arrangements.

- 📄 A leaflet giving general advice on first aid
- 📄 20 individually wrapped sterile adhesive dressings (assorted sizes)
- 📄 2 sterile eye pads
- 📄 2 individually wrapped triangular bandages (preferably sterile)
- 📄 tape
- 📄 6 medium-sized individually wrapped sterile unmedicated wound dressings
- 📄 2 large sterile individually wrapped unmedicated wound dressings
- 📄 3 pairs of disposable gloves

No medication is kept in first aid kits.

First aid kits are stored in:

- 📄 Reception (at the desk)
- 📄 In each year group classroom
- 📄 The school kitchens
- 📄 Dining Room

6. Record-keeping and reporting

6.1 First aid

- 📄 An accident form will be completed by the member of staff dealing with an incident on the same day or as soon as possible after an incident resulting in an injury
- 📄 The accident form is completed electronically using Meditracker
- 📄 As much detail as possible should be supplied when reporting an accident
- 📄 A copy of the accident report form will be kept on Meditracker and a copy will be sent home via email
- 📄 If Meditracker is unavailable, an accident report form (see appendix 2) will be completed
- 📄 Records will be retained by the school for a minimum of 3 years, in accordance with regulation 25 of the Social Security (Claims and Payments) Regulations 1979, and then securely disposed of.

6.2 Reporting to the HSE

The office manager will keep a record of any accident which results in a reportable injury, disease, or dangerous occurrence as defined in the RIDDOR 2013 legislation (regulations 4, 5, 6 and 7).

The office manager will report these to the HSE as soon as is reasonably practicable and in any event within 10 days of the incident – except where indicated below. Fatal and major injuries and dangerous occurrences will be reported without delay (i.e. by telephone) and followed up in writing within 10 days.

School staff: reportable injuries, diseases or dangerous occurrences

These include:

- 🔊 Death
- 🔊 Specified injuries, which are:
 - Fractures, other than to fingers, thumbs and toes
 - Amputations
 - Any injury likely to lead to permanent loss of sight or reduction in sight
 - Any crush injury to the head or torso causing damage to the brain or internal organs
 - Serious burns (including scalding) which:
 - Covers more than 10% of the whole body's total surface area; or
 - Causes significant damage to the eyes, respiratory system or other vital organs
 - Any scalping requiring hospital treatment
 - Any loss of consciousness caused by head injury or asphyxia
 - Any other injury arising from working in an enclosed space which leads to hypothermia or heat-induced illness, or requires resuscitation or admittance to hospital for more than 24 hours
- 🔊 Work-related injuries that lead to an employee being away from work or unable to perform their normal work duties for more than 7 consecutive days (not including the day of the incident). In this case, the office manager will report these to the HSE as soon as reasonably practicable and in any event within 15 days of the accident
- 🔊 Occupational diseases where a doctor has made a written diagnosis that the disease is linked to occupational exposure. These include:
 - Carpal tunnel syndrome
 - Severe cramp of the hand or forearm
 - Occupational dermatitis, e.g. from exposure to strong acids or alkalis, including domestic bleach
 - Hand-arm vibration syndrome
 - Occupational asthma, e.g. from wood dust
 - Tendonitis or tenosynovitis of the hand or forearm
 - Any occupational cancer
 - Any disease attributed to an occupational exposure to a biological agent
- 🔊 Near-miss events that do not result in an injury, but could have done. Examples of near-miss events relevant to schools include, but are not limited to:
 - The collapse or failure of load-bearing parts of lifts and lifting equipment

- The accidental release of a biological agent likely to cause severe human illness
- The accidental release or escape of any substance that may cause a serious injury or damage to health
- An electrical short circuit or overload causing a fire or explosion

Pupils and other people who are not at work (e.g. visitors): reportable injuries, diseases or dangerous occurrences

These include:

- Death of a person that arose from, or was in connection with, a work activity*
- An injury that arose from, or was in connection with, a work activity* and the person is taken directly from the scene of the accident to hospital for treatment
- *An accident “arises out of” or is “connected with a work activity” if it was caused by:
 - A failure in the way a work activity was organised (e.g. inadequate supervision of a field trip)
 - The way equipment or substances were used (e.g. lifts, machinery, experiments etc); and/or
 - The condition of the premises (e.g. poorly maintained or slippery floors)

Information on how to make a RIDDOR report is available here:

[How to make a RIDDOR report, HSE](http://www.hse.gov.uk/riddor/report.htm)
<http://www.hse.gov.uk/riddor/report.htm>

6.3 Notifying parents

The relevant staff member dealing with an incident will inform parents of any accident or injury sustained by a pupil, and any first aid treatment given, on the same day, or as soon as reasonably practicable. Parents will also be informed if emergency services are called.

6.4 Reporting to Ofsted and child protection agencies (early years only)

The headteacher will notify Ofsted of any serious accident, illness or injury to, or death of, a pupil while in the school’s care. This will happen as soon as is reasonably practicable, and no later than 14 days after the incident.

The headteacher or DSL will also notify Rotherham Social Care of any serious accident or injury to, or the death of, a pupil while in the school’s care.

7. Training

All school staff are able to undertake first aid training if they would like to.

All first aiders must have completed a training course, and must hold a valid certificate of competence to show this. The school will keep a register of all trained first aiders, what training they have received and when this is valid until (see appendix 3).

The school will arrange for first aiders to retrain before their first aid certificates expire. In cases where a certificate expires, the school will arrange for staff to retake the full first aid course before being reinstated as a first aider.

At all times, at least 1 staff member will have a current paediatric first aid (PFA) certificate which meets the requirements set out in the Early Years Foundation Stage statutory framework. The PFA certificate will be renewed every 3 years.

Paediatric First Aid

At least one person who has a current paediatric first aid (PFA) certificate must be on the premises and available at all times when children are present and must accompany children on outings.

The certificate must be for a full course consistent with the criteria.

PFA training must be renewed every three years and be relevant for people caring for young children and babies.

All staff who obtained a level 2 and/or level 3 qualification since 30 June 2016 must obtain a PFA qualification within three months of starting work in order to be included in the required staff: child ratios at level 2 or level 3 in an early years setting. All staff who have completed the experience-based route must obtain a PFA qualification before they can be included in the staff:child ratios at level 3. To continue to be included in the ratio requirement the certificate must be renewed every 3 years

8. Monitoring arrangements

This policy will be reviewed by the headteacher and Local School Board annually.

At every review, the policy will be approved by the Trust Board

9. Links with other policies

This first aid policy is linked to the:

-  Health and safety policy
-  Policy on supporting pupils with medical conditions

Appendix 1: list of [appointed persons(s) for first aid and/or trained first aiders]

STAFF MEMBER'S NAME	ROLE	CONTACT DETAILS

Appendix 2: accident report form

NAME OF INJURED PERSON		ROLE/CLASS	
DATE AND TIME OF INCIDENT		LOCATION OF INCIDENT	
INCIDENT DETAILS			
Describe in detail what happened, how it happened and what injuries the person incurred.			
ACTION TAKEN			
Describe the steps taken in response to the incident, including any first aid treatment, and what happened to the injured person immediately afterwards.			
FOLLOW-UP ACTION REQUIRED			
Outline what steps the school will take to check on the injured person, and what it will do to reduce the risk of the incident happening again.			
NAME OF PERSON ATTENDING THE INCIDENT			
SIGNATURE		DATE	

Appendix 3: first aid training log

NAME/TYPE OF TRAINING	STAFF WHO ATTENDED (INDIVIDUAL STAFF MEMBERS OR GROUPS)	DATE ATTENDED	DATE FOR TRAINING TO BE RENEWED (WHERE APPLICABLE)
E.g. first aid			
E.g. paediatric first aid			
E.g. anaphylaxis			